Running for Office?
Your right to review contracts
p. 3

Freight Coverage
Preston leaving NMFA?
p. 5

$100,000 Club
153 Teamster officials are in
pp. 6-7

Death Benefits Cut
But $22,000 in pretzels, OK
p. 11

TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

August 1989 #~~89~~ 90

BETTER PENSIONS NOW. TDUers in Fayetteville, N.C., on Aug. 6 hosted a pension meeting attended by some 150 Local 391 Teamsters, adding considerable momentum to the campaign for better benefits in the Central States Pension Fund. UPSers also discussed their ideas for contract demands in the 1990 negotiations. See story, page 10, and a related chart on the pension benefits that one fortunate Teamster will be eligible to receive when he retires.

Fear of Right to Vote Goes Public

IBT Officials Panic About Election Rules

"To insure that the process is fair, Mr. Holland intends to adopt rules for the conduct of these IBT delegate and officer elections."

—Judge Frederick Lacey, IBT Independent Administrator

"Mr. Holland has no authority under the Consent Order to adopt new rules."

—James Grady, IBT General Counsel

The August issue of the *International Teamster* magazine makes history: for the first time ever, it contains a debate. That debate is about the most important subject imaginable, 1.6 million members' Right to Vote for IBT president and other IBT officers.

The court-appointed Independent Administrator of the Teamsters union, Judge Frederick B. Lacey, outlines in his "Open Letter II" that new and fair election rules will soon be adopted. Those rules will be made after open hearings are held, with members and officers free to give input and comments. Lacey points out that the rules will insure a level playing field for all candidates, including the right to equal access to the membership through the use of the magazine and other such materials. All phases of the election process will be supervised and monitored as well.

The IBT leadership pushed the panic button upon seeing the reality of the Right to Vote flash before their eyes. They responded with a two-page denunciation of Lacey and his authority, stating that he should not have the power to make new rules.

TDU attorneys involved in the case report that McCarthy, other IBT leaders and Grady are blowing smoke at the members, that when the hearings for new rules begin, they will be there putting in their two-cents worth.

There are several issues that McCarthy's attorney denounced in addition to the issue of new rules. First, he states he does not want challenging candidates to have knowledge of the location of Teamster work sites and access to them. Second, he states he wants the IBT to continue the bogus practice of appointing more than 150 delegates to the IBT Convention, many of whom are the relatives of top officials. These include International Reps and Auditors, Joint Council appointees, etc. Lacey stated this practice is finished, and all delegates will be elected from the locals.

McCarthy's attorney goes wild at Lacey's request that members inform him, Election Officer Michael Holland or Independent Investigator Charles Carberry if they hear Teamster officials say there will not be an election for all IBT officers. This is how much they dread the election. TDU already has found that all Teamsters in Southern California, Indiana and some other locals have been mailed union publications that erroneously claim their local officers will be the delegates to the IBT Convention, rather than specially elected delegates.

We in TDU are committed to the election process to build a stronger and more democratic Teamsters union. We will be at the hearings on election rules, we will be in the elections for delegates in the locals and the election for IBT officers in 1991. If you feel now is the time to reform our union and support new leadership, we invite you to join with us.

JOIN TDU

Our research shows 153 Teamster officials received salaries and compensation of $100,000 or more in 1988—20 received more than $200,000. If you believe such rewards put labor leaders out of touch with the members they represent, do something positive about it. Join TDU and work with us to elect delegates to the 1991 IBT Convention who will set fair salaries for officials and a course that makes organizing and the membership's welfare the top priority.

TDU MEMBERSHIP APPLICATION

Name_____ Local Union #_____
(please print)

Address _____

City_____ State or Province_____ Zip_____

Phone (____)_____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other_____

Optional: Spouse's name_____

____$30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

____$75 three year membership fee. ($10 of this shall be rebated to the local chapter.)

____$15 for spouses; retirees; & Teamsters who gross less than $12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: #_____ Exp. date____/____

Date_____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU (application on back page) to help improve our union.

CHATTANOOGA, TN
PM
JUL
1989

From the Members

To End Corruption, Clean Up Panels

Editor's note: Following is an excerpt from a two-page letter to Judge Frederick B. Lacey, the court-appointed Independent Administrator, commenting on Lacey's Open Letter I in the July issue of the International Teamster.

You have emphasized in item #4 of your message, "I am to establish and disseminate, in compliance with the law, guidelines for the investigation and discipline of any corruption within the IBT." Corrupt Teamster officials engage in two types of corruption, internal corruption and external corruption. The external corruption is of the type covered in the Permanent Injunction. ...

It is the internal corruption that rank and file members have direct knowledge of, and it is the worst of the two. Without the internal corruption, the external corruption couldn't exist. The secret to ridding the Teamsters union of corruption is to destroy the mechanism that causes this internal corruption. There are several parts to this mechanism. ... The most obvious parts are corrupt grievance committees, corrupt elections, and propaganda used in order to cover the existence of this corrupt mechanism. The *Teamster* magazine is crammed full of this type of propaganda. Most rank and file members have learned to ignore the propaganda, but it is difficult to ignore these corrupt grievance committees, as they often determine a members' working conditions and whether he will keep or lose his job. It is the corrupt grievance committees that actually hold the rank and file members hostage and keep them subservient to corrupt Teamster officials, and the corrupt elections that serve as a reminder to the rank and file members that they are powerless to change their situation.

It is not unusual for rank and file members to lose their jobs, seniority rights and working conditions as guaranteed in the labor contract, and have these corrupt grievance committees approve these illegal contract violations. I have had all three of these happen to me. ... If the court is serious about ridding the Teamsters union of corruption, then it is imperative that you first rid it of these corrupt grievance committees. The best way to accomplish this is to guarantee all rank and file members the right to appeal any adverse decision that appears to be in violation of the labor contract, either through the courts or by arbitration. This would destroy the incentive for corrupt Teamster officials to further their objectives through the use of corrupt grievance committees

I would like to know if you, as an agent of the court, have the authority to investigate and discipline Teamster officials as a result of their use of corrupt grievance committees? ... If you don't, I assure you that the court is just spitting into the wind, and will accomplish no lasting benefit.

Jerry W. Hufstetler
Roadway, Local 528
Pinetta, Fla.

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Response on Thompson Contract Vote

I would like to take this means to disagree with your article which appeared in the August *Convoy Dispatch* pertaining to the Steve D. Thompson Trucking contract voted for the second time at the local union office.

At no time did I or any other agent suggest to the employees how they should vote on the contract. I told them it was the same proposal that they had turned down in the past. But, I had been instructed to take a new vote, and this was just what we did. I did not mention Memphis or how any other local had voted on the last vote that was taken.

If I gave the impression to the members that I was for or against the contract proposal, I was not aware of it.

Thank you for your time and patience in this matter.

Doug Partin
Secretary-Treasurer/Business Mgr.
Local 5, Baton Rouge, La.

Investigate Officers Of Local 341

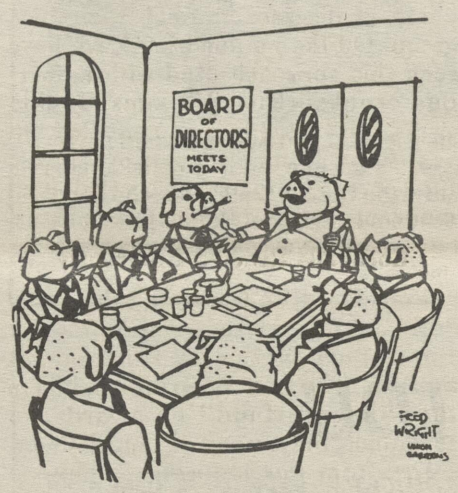
TDU should print the corruption of officers of Local 341, Pittsburgh. We have concrete evidence of deals, blackballing, circumventing (the contract), collusion, discriminating, etc. On May 11, 1989, a hearing took place to hear charges against the officers for trusteeship or to dissolve the local. We were to get the decision in four to six weeks. But we still wait. It's over three months now and (General President) McCarthy will not answer our letter. The Big Three – McCarthy, (Theodore) Cozza and (Joseph) Trerotola – don't want to answer phone calls and letters sent from 150 members of Local 341.

Tony Secilia
Local 341, Retired
Gaylord, Mich.

Majority Rule a Big Lever on Contract

Thanks for all you have done over the years to bring about last year's changes in the Teamsters. I hope I can make a contribution to our efforts for future gains. We are presently in contract negotiations and the simple majority strike vote is proving to be a big lever.

Brian Barclay
Local 952, Crown Cork & Seal
Orange, Calif.



" We're not seeing ourselves as the workers see us..."

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

TDU Washington Office: 2000 P St., N.W., Room 612, Washington, D.C., 20036. (202) 785-3707.

TDU N.Y./N.J. Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, N.Y., 11217. (718) 852-9230.

TDU Western Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

MOVING?

Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class and will not be forwarded. Use the membership application in any issue of the paper to let us know you are moving, and write CHANGE OF ADDRESS on the top of the form.

TDU Steering Committee

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Diana Kilmury, Vancouver, B.C., Local 155
Michael Ruscigno, New York Local 138
Michael Savwoir, Kansas City Local 41

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William Stromatt, Atlanta Local 728

Alternates:
Roy Ray, Denver Local 961
Dana Beougher, Tampa Local 79
George Beam, Nashville Local 327

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers – every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1988 for one year. Our Rank & File Convention had 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Washington Watch

Candidates and Members

Your Right to Inspect All Contracts at Local Union

As rank and file Teamsters campaign for local union office and (next year) for delegate seats to the 1991 IBT Convention, it is important for you to know your rights as candidates. The right to examine signed copies of every contract that your local union holds with employers is one of the most important. By examining the contracts, candidates can learn the names and locations of all Teamster employers in the local, thus making it possible to distribute campaign literature and meet members at those locations.

A federal court first found that Section 104 of the Landrum-Griffin Act gives rank and filers this right in the case *Colpo vs. Teamsters Local 326,* decided in 1981. Since that decision, won by a TDU member, the U.S Department of Labor has followed a policy of requiring local unions to allow inspection of collective bargaining agreements by a member.

Recent Victory in Local 57

The *Colpo* decision and subsequent DOL policy have not prevented some incumbent union officials from acting as if they are above the law. In Eugene, Ore., Local 57, for example, incumbent Secretary-Treasurer Joel Crouch denied Tom Shay the right to inspect any contract other than his own. Shay, a TDU member who works at UPS, intends to run against Crouch for the local's principal office this fall.

Because Shay was familiar with his rights under the *Colpo* case, he immediately filed charges against Crouch with Joint Council 37 and with the Seattle regional office of the Department of Labor. He also wrote the court-appointed Investigations Officer, Charles Carberry, to inform him of Crouch's denial of the members' legal rights. Within a matter of days, Crouch retracted his denial and invited Shay to the hall to examine the contracts.

"The incumbents' direct access to members, union rosters and contracts gives them a tremendous advantage in an election campaign," said Shay. "If the rank and file are going to overcome this advantage, we must be informed of our rights and not be afraid to exercise them. Free and honest elections are the only hope for democracy in our union."

Information on Your Rights

If you are considering running for local union office or a delegate seat to the 1991 IBT Convention, you may want to obtain, well in advance, a copy of TDU's "Colpo kit," which contains step-by-step instructions on how to enforce your rights under the *Colpo* case. Contact the TDU office for a copy of the kit, free to TDU members, others please include a donation. Also available for $4 is the informative booklet "How to Get an Honest Union Election," published by the Association for Union Democracy.

Two Ways to Handle Corruption—Locals 808, 804

New York Teamster Official Gets Prison Term, Severance

John Mahoney, the secretary-treasurer of New York Local 808, was sentenced in August to 15 years in prison for his conviction on taking kickbacks for investing union benefits monies in PenVest. Three months earlier, another New York Teamster, John Long, the secretary-treasurer of Local 804, was sentenced to 12 years for the same crime, but involving much less money.

Unfortunately, this kind of problem has been too common in our union, especially in certain areas. But even worse has been the reaction of the Teamster leadership when such "rotten apples" come to light. In this case a clear contrast emerged between the two locals involved.

Local 808 reacted typically, as we have seen time and again. The executive board voted to give Mahoney 109 weeks severance pay after he was convicted of payoffs. This incredible violation of fiduciary responsibility led to an outcry and legal action may follow.

A "defense fund" was set up for Mahoney and Long, tapping Teamster officials for many thousands of bucks to defend those who dragged down our union in disgrace through their own greed. On the national level, we have seen this approach used with numerous crooks—Roy Williams, Jackie Presser, Harold Friedman, the Provenzanos and on and on. No such "defense funds" ever seem to crop up to defend innocent rank and file members.

Local 804 Reacted Differently

President Ron Carey and the Local 804 executive board promptly accepted Long's resignation after he was indicted. The leadership did not join in the "defense fund" or award any severance, but instead distanced themselves from this unfortunate blot on their local and the labor movement.

Which approach do you think is correct? If your choice is the first one, be sure to donate to the next "defense fund" for some wealthy top official caught degrading our union. If your choice is the second one, then use the application on page 1 to join TDU and do something positive to help root out any corruption through rank and file involvement.

World's Highest Paid Union Official

Harold Friedman to Face Trial

The first case to be tried before Judge Frederick Lacey, the Independent Administrator appointed to monitor corruption and violation of membership rights, will be in mid-September and involve Harold Friedman and Tony Hughes of Cleveland, Ohio. Charges have been brought against them by the Investigations Officer, Charles Carberry.

The case involves their conviction eight months ago in the ghost-employee racketeering scam in Local 507. Friedman resigned his post as IBT vice president in August, but still controls the Ohio Conference, Joint Council 41, Cleveland Local 507 and its twin Bakery Workers Local 19. Hughes and Friedman were close associates and allies of the late Jackie Presser, but with his death last year they turned against other Presser cronies.

Friedman is not just any convicted labor racketeer, however. He is the World's Highest Paid Union Official, bagging $590,284 in 1988. Keep that in mind if certain officials tell you they get high salaries to attract the best talent!

It is expected that Friedman and Hughes will be removed from all offices as soon as Judge Lacey makes his ruling. Another IBT VP, George Vitale, with his previous convictions for both embezzling union funds and employer payoffs, will very likely follow. But the key is to use our Right to Vote to place real unionists on the IBT General Executive Board.

Don West Blasts Joe Morgan

Southern Conference Convention Not All Hugs, Kisses and Teamwork

Stressing teamwork and solidarity, Joe Morgan Sr. opened the Southern Conference Convention held recently in Orlando, Fla., saying, "We must all work together as a team, dedicated and united, determined to do all in our power to improve and build our great union."

But a few members of the team, General Secretary-Treasurer Weldon Mathis and International VP Don West, weren't invited to the conference love-in. And for good reason. It seems as if they are no longer teammates.

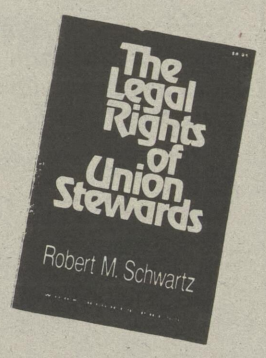
In a letter to Joe Morgan, West resigned his position from the Southern Conference policy board. He severely criticized Morgan's performance as chairman of the Southern Conference. "I don't believe that your policy reflects the best interests of the various locals and membership who make up the Southern Conference of Teamsters. I believe the failure on your part to put forth new programs and to otherwise provide bold leadership for the Southern Conference and the IBT endangers the future of our great organization."

Of course, many rank and filers in the Southern Conference know that Don "Sellout" West wouldn't recognize bold leadership if it came and bit him on the butt. They remember some of his "new" programs, such as signing a special casual road rate in the Southern Conference.

West continued: "For these, as well as other reasons, including the government's demand for your resignation as part of the settlement negotiations in the RICO case, I find myself unwilling to continue to serve as a member of the policy board of the Southern Conference with you as chairman and director."

A choice among Joe Morgan, Luther Watson, Don West and Weldon Mathis is no choice at all. All Southern Conference Teamsters will have the opportunity to elect some real leadership come 1991.

The Legal Rights Of Union Stewards



A comprehensive explanation of the rights of union stewards, officers, and business agents. Written in an easy-to-read question and answer format, topics include the right to information, duty of fair representation, Weingarten rights, and protecting the grievance process.

Price: $9.95 each (postage and handling included); $8.95 each for 5 or more.

Please send me _____ copies Amount enclosed $_____

VISA/Mastercard # _____ Exp. date ________

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Send to: TDU, Box 10128, Detroit, Mich., 48210

Can Productivity Levels Be Next?

Ohio Panel Gives Up Right To Steward Representation

In its drive to establish productivity levels, CF has found an ally in the Ohio State Grievance Panel. In an August decision, the panel ruled that CF has the right to maintain productivity standards and call any employee into the office to discuss productivity without union representation.

The case involved a yard employee at CF's Richfield terminal. The employee was requested to go to the office and speak with management. He stated he would go into the office but wanted to know what the meeting was about. When the supervisor told him it was about productivity, the employee requested union representation, and requested it once again in the office. Upon the employee's second request, management informed him that he was being placed out of service and given a three-day suspension.

The case was taken to the Ohio Panel in Columbus where the grievance amazingly was lost. Local 24 steward at CF, Chuck Donahue, said, "This case has set a very dangerous precedent. What this means is that so-called 'low producers' will be paraded into the office with no rights for union representation. We're worried that this ruling could eventually lead to actual discipline over production standards."

When asked why such a decision would be made by the union members on the panel, Donahue replied, "It's a real mystery. Dick Breedlove, our BA, prepared a good case. It seems as though Local 24 has lost its clout with the committee. You know, the more so-called 'experienced people' we have in the hall in Akron, which are supposed to work with the committee, the worse results we're seeing for the membership at the panel."

One CF steward has already resigned his position in disgust and others are contemplating resignation. This loss of faith in the ability of the Ohio Panel to protect the membership may be the worst result of the decision.

We expect the employers to try to get away with all they can, so the real blame in this disgraceful decision rests with the union side of the panel. Members in Ohio should remember Bob Moody and Arvel Shreve of Local 407 and Charles Sasser of Local 957 for the part they played in the decision.

The Ultimate Flex Workweek?

Local 24 Blows PIE Grievance

In the last NMFA contract campaign, TDU warned freight Teamsters about the employers' efforts to create the ultimate "flexible" employee. The prediction is coming true. Many employers have accomplished this breakdown of classifications. But none has been so bold as to create a six-day week in the city. That was, not until PIE was able to get it by the Akron, Ohio, grievance panel, chaired by John Mozena, president of Akron Local 24.

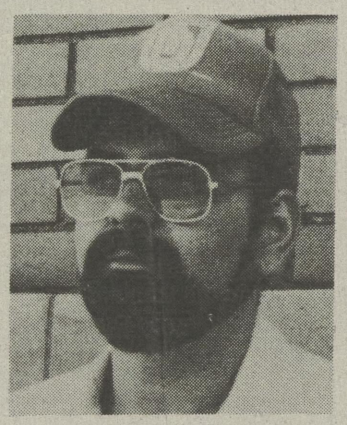
Here's how it happened. PIE put up a new dock/yard bid that would run Thursday through Monday. However, PIE added the note that the bids were open to city drivers only. Although it was called a dock/yard bid, it established for the first time a flex workweek in the city operations. Drivers on this bid are used in the city on Thursday, Friday and Monday, and have even been used on Saturdays. This is a direct violation of the local cartage and Ohio flexible workweek agreements, and a grievance was immediately filed.

At the local hearing, the terminal manager's feeble justification was that he needed Thursday to Monday bids for drivers to replace absenteeism in the city. PIE built in an "absentee problem" because it insisted on underbidding the city. But Local 24 went along. The committee ruled that the bids are legal because the drivers are only to be used as "replacements." The new bid people are regularly running every Thursday, Friday and Monday with a full complement of city bid drivers working. Who are they replacing?

It seems as though any company may now create a flex week for city drivers by adding a new bid, calling it something else, and only allowing drivers to bid on it. It's incredible that the local upheld this company position.

TDU Hats

Sport one of these and you're ready to go to bat for the rank and file. The union-made hats are blue with a white TDU emblem. One size fits all.



$6.50 each; $5 each if ordering 5 or more

Send me _____ TDU hats.

Enclosed $_____

❑ check or money order

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Exp. ____/____ Signature _____

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Freight Lines

Transcon-PIE Deal Falls Through.

After weeks of speculation, the proposed buyout of Transcon by PIE fell through Aug. 4, apparently because the companies and the union were unable to reach agreement over seniority for Transcon employees.

On Aug. 1, it looked like the deal was signed, sealed and delivered, with one catch, PIE did not want a dovetailing of the two company's seniority lists. PIE's concern was certainly not out of loyalty to its employees, but out of concern for the bottom line. Taking high seniority workers from Transcon meant taking their vacations and other benefits.

That same day, at a stewards meeting in St. Louis, International Vice President Walter Shea told those in attendance that the Transcon-PIE deal would be considered a merger with seniority rights for Transcon workers. Article 5, Section 2 of the NMFA provides for dovetailing.

For now, at least, Teamsters at both companies can breathe a little easier about their jobs without a divisive seniority fight which would have resulted in pitting Teamster against Teamster.

Local 371 Members at Roadway Reject 7-Day Operation.

Roadway workers at Rock Island, Ill., one of the last breakbulks not on a seven-day workweek, voted down proposed changes in work rules that would have put them under the seven-day flex language of Article 61, Section 6 of the Central States Local Cartage Agreement. Road drivers, city drivers and dock workers, yard workers and mechanics all were included in the voting even though the mechanics and, of course, road drivers are already on a seven-day operation. Solidarity ruled, however, as the final vote was 169 to 75.

Roadway waged a two-pronged strategy to attempt to gain approval of the seven-day operation. It offered what appeared to be a few goodies to the workers as enticements, and the union obliged by including the road drivers and the mechanics in the vote with the hope of diluting opposition. The goodies included a few more Monday through bids; options to move birthday and anniversary holidays to other days, and to use single vacation days; and provisions for road drivers to take a sick day without losing their accumulated tours for time off.

The company's concessions were not enough to sway the vote. First, the workers looked beyond the enticements to the fine print and saw that use of the single vacation days was going to be strongly regulated by the company. Second and most important, the workers realized that once they voted in the seven-day workweek, the goodies eventually could be lost but the seven-day flex would be permanent.

The rank and file made the effort to research both sides of the issue. In the end, the workers saw that few would benefit from Roadway's enticements and they voted in the interest of the whole.

Coastal Looking at Options for ANR.

Coastal Corporation, the parent company of ANR Freight System, has announced that it's considering "alternative strategies" for the LTL carrier. Coastal is soliciting offers for the sale of ANR and also is considering acquiring or merging with other carriers.

According to industry sources, an investment firm has contacted Coastal and made an offer for the company. ANR employees worried about the possible acquisition of the carrier by Allan Musgrove's team of liquidators might be reassured by the fact that Joseph DeBella, president of ANR Freight, has stated, "In any acquisition merger or sale we look at, we want to deal only with responsible parties capable of maintaining ANR's relationship with its customers and employees."

Rail Mileage Rises in 1988.

If you've noticed that more and more freight seems to be going on the rails, your hunch is right, according to the year-end "Financial and Operating Statistics" report by the American Trucking Associations.

CF led the way with an 84% increase in miles of freight run by the rails. ANR increased its rail miles 23%, Carolina 20% and Preston 18%. ABF remained even and Roadway and Yellow actually fell during 1988.

Overall figures for Class I and II carriers show a 20% increase in rail mileage for 1988.

Road Driver Safety Questionnaire.

The TDU national office has prepared a Road Drivers Safety Survey, which will be sent to all TDU road drivers. Responses from the survey will be reviewed and used in conjunction with ongoing safety and lobbying efforts in Washington, D.C., and to identify our needs in the next contract round. If you are not a TDU member but are interested in obtaining a copy of the survey, write or call TDU, P.O. Box 10128, Detroit, Mich. 48210 (313) 842-2600.

Preston Survey Asks ...

Do You Want Out of the NMFA?

The latest fad in management/labor relations is the employee survey. Teamsters at Roadway, CF, UPS, Preston and other companies have seen these in the past. The surveys are designed to create the impression that the workers are giving input into management practices and procedures and that what they say as individuals will make a difference to management.

Most of us realize that only through our union will we have the power to improve conditions and dignity at work.

Management at Preston has come out with a second survey in the last two years. The current survey has a new and dangerous twist. This time, Preston is exploring the possibilities of breaking away from the National Master Freight Agreement and creating its own contract.

The questions were introduced by a note in the survey stating, "The next two questions are a result of questions asked by associates (that's what Preston calls its workers) attending the Product Knowledge seminars at Preston MD." The survey then asks workers to rate if they agree or disagree with the following statements: "1. Preston would be better off with a contract uniquely tailored to its own circumstances and opportunities; and 2. Preston associates would be better off with a contract uniquely tailored to their own circumstances and opportunities."

The point is to test the waters for trashing the NMFA and negotiating a separate Preston contract. Preston is trying to convince its workers that being separate is the way to go by inviting selected workers, mostly stewards, to Product Knowledge seminars. Workers are put up in very nice hotel accomodations with all expenses paid and given a steady stream of company propaganda designed to undermine the union and the contract. Preston's tactics are disturbingly effective. As one steward told *Convoy Dispatch*, "The company wines and dines us and gives the appearance of listening and caring about our suggestions. They really put on a show for us. It impresses people especially when all they see from the union is their dues taken out monthly and little else."

While major corporations have indicated they will try to break the NMFA next time, the International union has done absolutely nothing to communicate to the members that we will fight for a single agreement. President William McCarthy has said that the union rests on the strength of the freight industry and yet has allowed the employers to undermine the strength of the master agreement.

We're experiencing a crisis in leadership in our union from the local level to the halls of the Marble Palace. We finally have the opportunity to elect leaders who will really lead and who will combat the employers' efforts to divide us.

All Preston workers should seriously consider one of the questions posed in the survey: "First and foremost I consider myself 1. a Preston associate, or 2. a Teamster."

Before you answer, ask yourself how you got the wages, benefits and conditions you currently have. The company didn't give them to you out of the goodness of its heart. You got them through the combined and unified effort of the International Brotherhood of Teamsters. It's our job now to keep freight workers united, strong and Teamster all the way.

Important Ruling on Casuals' Rights

NLRB Rules CF Discriminated Against Casual for Grievance

Many casual freight employees are naturally afraid to exercise their rights knowing their employers will stop working them. In a recent case where a casual was discharged for attempting to file a grievance, the NLRB ruled that the employer, Consolidated Freightways, had discriminated against the casual for exercising his rights as guaranteed under the National Labor Relations Act.

The NLRB ruled that CF was in violation of the Act for disqualifying Christopher Book from casual and other employment because he had filed a grievance.

The administrative law judge relied on a statement by a manager to Book's steward, who was told that if he could talk Book into dropping the grievance, CF would continue working Book as a casual.

Casuals should be cautious in exercising their rights. Most local unions will not accept grievances from casuals and many panels have ruled them improper before the committee. If the local refuses to file a grievance, the casual then has the option of going directly to the NLRB with a complaint.

The best means of protecting the rights and conditions of casual employees is through strong langauge in the contract. Freight Teamsters need this strong language in the next contract negotiations. In the meantime, if you feel you've been unfairly denied work because of your union activity, contact the TDU office for further advice.

PIE Loses Appeal

NLRB Upholds PIE Driver's Reinstatement

PIE is so concerned with pinching pennies that many terminals go without toilet paper. So you'd think PIE would think twice about spending thousands of dollars on appealing a decision by an administrative law judge that returned a driver to work. But that's exactly what happened in the case of TDU member Pat Clement, a Local 710 road driver who was reinstated after the judge ruled PIE had discriminated against him for filing charges against the company with the NLRB.

In finding the violation, the judge relied on records from a previous back-pay proceeding in which it was ruled that the company owed Clement nearly $78,000 in back pay. The judge ruled that Line Haul Manager Larry Scarbrough "felt uncomfortable if not humiliated by his role in that proceeding." Because of his humiliation, Scarbrough fired Clement once again.

PIE couldn't leave well enough alone, however, and appealed the ruling, arguing that Scarbrough wasn't retaliating because of his humiliation, and that he wasn't even aware that drivers were laughing at him.

In the appeal procedure, the NLRB relied on drivers' testimony that they had verbally teased Scarbrough and played practical jokes on him based on Clement's account of Scarbrough's performance at the back-pay hearing. The NLRB agreed with the judge that it was impossible to believe that Scarbrough did not know he was the butt of widespread and prolonged jokes.

Clement said, "The company could have saved themselves a lot of money by just admitting that they had done something wrong right off the bat, instead of wasting their money in litigation that was bound to lose. I think this says a little about PIE management's decision-making."

Attend Your Local Union Meeting

Come to Pittsburgh

John Backowski
Local 75, Schneider Transport
Pittsburgh

I felt I was in a hopeless situation, though some of my local union officers are doing a halfway decent job. That is, until I joined and became an active member of TDU. I recently had the opportunity to meet the TDU staff and steering committee, and it's hard to describe the great feelings that came from that. The camaraderie is simply amazing. Now I see the light at the end of the tunnel for Teamsters, and that light is shining brighter and brighter since we won the Right to Vote. I urge all Teamsters to attend the Rank & File Convention here in Pittsburgh in November. Come be a part of history, and also see what our city is about.

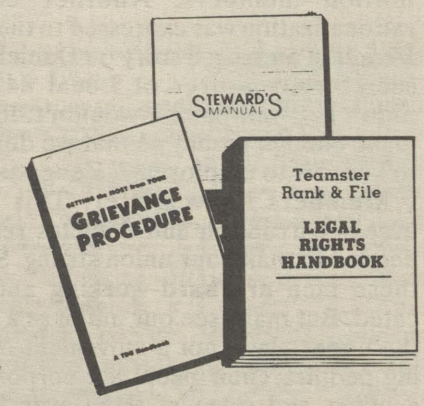
Know your rights—and how to use them

Educational Books From TDU

Teamster Rank & File Legal Rights Handbook. This comprehensive 312-page book, written by experienced labor attorney Ellis Boal, covers your rights at work and in the union, detailing the laws in easy-to-read language. $8, $5 each for five or more.

Getting the Most from the Grievance Procedure. Strategies for preparing, presenting and organizing around grievances. $1.

Steward's Manual. A valuable guide with special emphasis on building unity at the workplace and in the union. $4, $3 each for five or more.



Item	Price	# of Copies	Total
Teamster Rank & File Legal Rights Handbook	$8/$5 each for 5 or more	_____	_____
Getting the Most from Your Grievance Procedure	$1	_____	_____
Steward's Manual	$4/ $3 each for 5 or more	_____	_____
		Total	_____

❑ Check or money order

q Visa/Mastercard # _____

Exp. date ___/___ Signature _____

Return to TDU, Box 10128, Detroit, Mich., 48210
Be sure to include name and full address

Officials' Excess Could Fund Major Organizing Drives

The elite club of Teamster officials who draw salaries and compensation of at least $100,000 a year from our union treasury grew to 153 men (no women in this club) in 1988, up 29 from 1987. The number of officials taking in more than $200,000 jumped to 20, nearly double the number (11) just two years ago.

Total salaries and expense accounts for these officials was $22,811,173—enough to meet a payroll of 760 union organizers at $30,000 a year. Just five years ago there were 76 men in this club, paid a total of $12,021,884.

To comprehend this level of compensation, it's helpful to break it down to weekly sums. Harold Friedman, World's Highest Paid Union Official, collected some $11,351 a week (see related story, page 3); Arnie Weinmeister, number two man in the club, a cool $8,701; and William McCarthy, a modest $4,236.

"We need our union resources put to work organizing and strengthening the union, but the present International leadership refuses to consider it," said Michael Savwoir, TDU co-chair. "If we could cut these salaries in half we would have some $11 million to put to work for the rank and file. That's one thing a new leadership will be able to do."

Initial results from a TDU survey, which was begun last month to develop our platform for the 1991 IBT Convention, indicate that officers' compensation and pensions are a serious concern of members. Money diverted into officers' bloated compensation could be used to start a grass-roots drive to build better contracts for members and convince unorganized workers that their future is with our union.

Some officials defend this compensation system because "Teamsters are Number 1." It's true that no other union even comes close to matching the compensation of top Teamster officials, but Teamster pride should be directed toward the benefit of 1.6 million members. Another common rationalization was expressed to the *Boston Herald* in an Aug. 8 story on Daniel Zenga, secretary-treasurer of Local 841. "If I didn't get well-paid, I wouldn't do it. We make enough money so that we don't have to kowtow to employers," Zenga said.

Members know better. This system breeds corruption and depletes resources needed to make our union strong. Some of these men are hard-working and dedicated. But many see our union as a road to the upper class, not a movement of working people. Their peers are corporate executives and some of them even become union-busting management consultants after they retire on our treasury.

TDU conducts this study annually, but this edition is unique and historic. Rank and file Teamsters now have a direct way to change this system of greed into one of true unionism. We now have the Right to Vote for a new IBT leadership. TDU is working to present that alternative to the membership. Use the application on page 1 to become part of the solution.

For a copy of your local's 1988 LM-2, contact TDU. Free to TDU members, others please include a donation.

153 Teamster Officials in $

Name	City	Total Compensation	Affiliates
Harold Friedman[1]	Cleveland	$590,284	Intl., Ohio Conf., JC 41, L 507, L 19
Arnie Weinmeister	Seattle	452,482	Intl., WC, JC 28, L 117
Jackie Presser[2]	Cleveland	375,541	Intl., Ohio Conf., JC 41, L 507
Daniel C. Ligurotis	Chicago	354,846	Intl.,CC, JC 25, L 705
Joseph Trerotola	New York	282,408	Intl., EC, JC 16
Weldon Mathis	Atlanta	281,262	Intl., L 728
Joseph W. Morgan	Hallandale, Fla.	268,268	Intl., SC
William Joyce	Chicago	261,338	L 710
William Hogan Sr.	Chicago	258,189	JC 25, L 714
Robert Holmes[3]	Detroit	252,103	Intl., CC, L 337
Michael J. Riley	Los Angeles	237,587	Intl., WC, JC 42, L 986
Carl Lindeman	Los Angeles	228,832	L 396
Robert E. Marciel	Los Angeles	224,245	Intl., JC 42, L 63
William J. McCarthy	Boston	220,282	Intl., EC, L 25
Jack D. Cox	Los Angeles	217,337	Intl., L 572
John Kelahan	Chicago	216,059	L 710
Donald Peters[3]	Chicago	214,102	Intl., CC, L 743
Earl D. Bush	Hollywood, Calif.	213,584	Intl., L 399
Bernard Adelstein	New York	210,809	JC 16, L 1034, L 813
William F. Genoese	New York	210,480	Intl., L 732
C.W. Bud Smith	Wichita, Kan.	197,519	Intl., Mo.-Kan. Conf., JC 56, L 795
Joseph Bernstein	Chicago	196,721	JC 25, L 781
William Hogan Jr.	Chicago	193,332	Intl., JC 25, L 714
Ben Leal	San Francisco	188,802	Intl., WC, JC 7, L 856
Richard Hammond	Houston	182,972	Texas Conf., JC 58, L 988
Mark Davidoff	New York	180,423	L 851
Luther Watson[4]	Nashville, Tenn.	178,172	Intl., SC, JC 87, L 480
Anthony Hughes[1]	Cleveland	177,672	Intl., JC 41, L 507, L 19
J.L. Bernstein	Chicago	177,612	L 781
Paul G. Hanoian	Providence, R.I.	173,378	L 64
R.V. Durham	Winston-Salem, N.C.	172,746	Intl., L 391
Jack B. Yager	Washington, D.C.	171,344	Intl., CC
Karl Rogers	Kansas City, Mo.	171,139	Mo.-Kan. Conf., L 541
Dennis M. Silverman	New York	170,329	L 810
Charles G. Thompson	Oklahoma City	169,975	Intl., SC, Ark.-Okla. Conf., L 886
Marion M. Winstead	Louisville, Ky.	166,885	Intl., Ky.-W.Va. Conf., JC 94, L 89
Mitchel Ledet	New Orleans	166,365	Intl., SC, L 270
Robert Sasso	New York	165,095	Intl., JC 16, L 282
Robert Sansone	St. Louis	164,632	Intl., Mo.-Kan. Conf., JC 13, L 682
Walter J. Shea	Washington, D.C.	163,457	Intl.
Walter A. Engelbert	Seattle	163,192	Intl., WC
George R. Rohrer	Burlingame, Calif.	163,090	Intl., WC
Robert T. Bernstein	Chicago	162,361	L 781
Robert Crapanzano	New York	159,962	L 27
Theodore R. Cozza	Pittsburgh	157,671	Intl., EC, L 211
Edward Brereton	New Haven, Conn.	155,830	JC 64, L 443
Don L. West	Birmingham, Ala.	153,903	Intl., SC, JC 87, L 612
Vincent Trerotola[5]	New York	153,699	Intl., EC, JC 16
John T. Blake	Burlingame, Calif.	150,786	Intl., WC
Charles Jones	Hallandale, Fla.	147,441	Intl., SC
Leroy Nunes	Oakland, Calif.	146,478	Intl., L 291
Dan Darrow	Akron, Ohio	144,889	Intl., CC, Ohio Conf., JC 41, L 348
Anthony Distinti	New York	144,466	JC 16, L 707, L 277
Anthony Lock	Burlingame, Calif.	144,422	Intl., WC, JC 3, L 104
Carmen E. Parise	Cleveland	144,033	Intl., Ohio Conf., JC 41, L 473
Joseph W. Ballew	Seattle	143,454	Intl., WC
Joseph Morgan Jr.	Hallandale, Fla.	141,415	Intl., SC, Ga.-Fla. Conf.
Norman Greene	Washington, D.C.	140,388	Intl., CC
M. Adelstein	New York	139,742	L 1034, L 813
A. Adelstein	New York	139,715	L 1034, L 813
Frank Wsol	Chicago	139,434	L 710
James M. Hogan	Chicago	139,050	L 714
James Coli	Chicago	138,944	L 727
Charles Haddock	Dallas	138,562	SC, Texas Conf., JC 80, L 745
R. Jerry Cook	Atlanta	136,091	Intl., SC, Ga.-Fla. Conf., L 528
Max G. Sanchez	New York	135,968	L 810
Edward M. Lawson[6]	Vancouver, B.C.	134,168	Intl.
Raymond J. Fularczyk	Milwaukee	134,071	Intl., L 200

Name
Larry D. Parker
Duke Zeller
John N. Cleveland[3]
Daniel Zenga[7]
Chuckie O'Brien
Michael Coli
Louis D. Richard
Howard Bennett
Norbert F. Miller
Maurice R. Schurr[3]
Robert Meidel
Chuck D. Mack
Robert M. Pavolka
Harold J. Yates
Billy Patrick[4]
George J. Vitale
John C. Lenduai
Richard Milone
Peter Agiliata
William F. Campbell
Harry A. Marshall
A. L. Cannestro
Joe Pecora Jr.
William Ferchak
Robert Simpson
James M. Casey
Gairald F. Kiser
Robert Sinnett
Robert Kavalec
Richard A. Lyter
Wallace D. Clements
Paul R. Locigno[8]
Joe Pecora Sr.
Edward W. James
Richard A. Collinson
John P. Hartigan
Everett W. Moody
Joseph Roberto
Edward D. Rodriguez
Andrew Suckart
Jerry H. McCown
Paul V. Murphy
Samuel E. Stintsman
Louis LaCroix[6]
Glenn A. Jones
Felix Del Giddice
Robert T. Flynn
Terrence S. Moloznik
Jerome L. Schmidt
Sherman D. Brown
Joseph Tramontana
Norman Hug
Robert A. Cassidy
Mario Perrucci
Anthony Lavalle
Daniel Johnson
R.W. Frankowski
Thomas A. Kellerhuis
Ernest Tusino
John Bulgaro
Sam Canino
Arthur Rutledge
Donald E. Fitzsimmons
Gerald Yontek
Kenneth Dougherty
Sergio Ponce
Gaston Poisson[6]
John Hoh

n $100,000 Club; 20 Exceed $200,000

	City	Total Compensation	Affiliates
	Orlando, Fla.	134,030	Intl., L 385
	Washington, D.C.	133,334	Intl.
nd[3]	Washington, D.C.	131,493	Intl., L 730
	Danvers, Mass.	130,238	L 841, L 402
n	Hallandale, Fla.	129,306	Intl.
	Chicago	129,299	L 727
d	Washington, D.C.	128,566	Intl.
t	Albany, N.Y.	128,499	JC 18, L 294
r	Modesto, Calif.	128,319	Intl., JC 38, L 386
urr[3]	Philadelphia	126,650	Intl., L 929
	Chicago	126,622	JC 25, L 734
	Oakland, Calif.	126,195	Intl., JC 7, L 70
lka	Tacoma, Wash.	126,163	Intl., JC 28, L 599
	St. Paul, Minn.	125,195	Intl., JC 32, L 120
	Little Rock, Ark.	125,013	SC, Ark.-Okla. Conf., L 878
	Detroit	123,446	Intl., L 283
i	Burlingame, Calif.	122,750	Intl., WC
	Kansas City, Mo.	122,456	L 541
	Chicago	122,434	L 738
obell	Washington, D.C.	122,303	Intl., EC
ll	Denver	122,126	Intl., JC 3, L 17
	Miami	121,172	Ga.-Fla. Conf., L 769
	Newark, N.J.	120,656	JC 73, L 863
	New York	120,285	L 732
n	Chicago	119,826	L 743
y	Washington, D.C.	118,942	Intl.
	Washington, D.C.	117,995	Intl.
	Anchorage , Alaska	117,927	L 959
	Cleveland	117,611	Intl., L 507
	Washington, D.C.	115,595	Intl.
nents	Washington, D.C.	115,432	Intl.
8	Washington, D.C.	115,289	Intl.
	Newark, N.J.	114,872	L 863
es	Gary, Ind.	114,405	Intl., L 142
nson	Cleveland	114,376	Intl., JC 41
n	Washington, D.C.	114,292	Intl.
dy	Cleveland	112,809	Intl., JC 41
	Bridgeport, Conn.	112,651	JC 64, L 191
iguez	Washington, D.C.	112,328	Intl.
	Cleveland	111,991	Intl., JC 41
n	Amarillo, Texas	111,807	Intl., L 577
	Washington, D.C.	111,242	Intl.
sman	Cleveland	110,990	Intl., JC 41
	Montreal	110,982	Intl.
	Washington, D.C.	110,687	Intl.
e	New Haven, Conn.	110,640	L 443
	Washington, D.C.	110,542	Intl.
oznik	Washington, D.C.	110,474	Intl.
idt	Washington, D.C.	110,108	Intl.
wn	Cleveland	109,596	Intl., JC 41
ana	Newark, N.J.	109,491	L 863
	Louisville, Ky.	108,960	Ky.-W.Va. Conf., JC 94, L 89
dy	Canton, Ohio	107,241	Ohio Conf., JC 41, L 92
	Hillside, N.J.	107,240	L 177
	New York	106,910	L 295
	Kansas City, Mo.	106,540	JC 56, L 41
i	Los Angeles	106,089	L 986
rhuis	Washington, D.C.	106,028	Intl., JC 32
	Worcester, Mass.	105,824	L 170
	Albany, N.Y.	105,664	L 294
	Chicago	105,635	L 705
	Hawaii	105,605	L 996
nmons	Washington, D.C.	105,156	Intl.
	Cleveland	104,886	L 507, L 19
rty	Detroit	104,087	L 732
	Hallandale, Fla.	104,022	SC
	Montreal	104,016	Intl.
	Washington, D.C.	103,974	Intl.

Name	City	Total Compensation	Affiliates
Leo Reed	Hollywood, Calif.	103,781	L 399
James Witt	Anchorage, Alaska	103,482	L 959
Joseph E. Santucci Jr.[8]	Washington, D.C.	103,284	Intl.
Bruce C. Mohn	Washington, D.C.	103,273	Intl.
Andy Bellemare[7]	Danvers, Mass.	102,513	L 841, L 402
Anthony Calagna	New York	102,349	L 295
J. Purcell	Hillside, N.J.	102,275	L 177
Gary S. Witlen	Washington, D.C.	102,094	Intl.
Charles Bentley	Albany, N.Y.	101,956	JC 18, L 294
Donald Sawocka	Gary, Ind.	101,695	CC, JC 25, L 142
James H. Reese	Washington, D.C.	101,620	Intl.
Patrick Crapanzano	New York	101,339	JC 16, L 27
Ronald Gamache	St. Louis	100,724	JC 13, L 688
Richard C. Bell	Washington, D.C.	100,693	Intl.
Joseph Konowe	New York	100,524	Intl., JC 16, L 732
Thomas J. High	Washington, D.C.	100,228	Intl.
Jerry Vercruse	Los Angeles	100,183	L 630

FOOTNOTES:

1. Friedman and Hughes were convicted in 1989 of racketeering and embezzling union funds in the ghost-employee scam. Remarkably, they still control Cleveland Local 507 and its twin, Bakery Workers Local 19, which share officers, facilities, BAs and benefit funds. BAs Yontek and Kavalec also appear on this list.

2. Deceased.

3. Holmes, Peters, Cleveland and Schurr resigned from office and signed consent orders pursuant to the RICO litigation. Cleveland subsequently died in June.

4. Local 480 figures for Watson based on 1987. Local 878 figures for Patrick based on 1986. These are most recent figures available.

5. Vincent Trerotola controls both Local 72 and Local 858, which are public employee locals not required to file reports. His compensation is actually much higher. Other officials, such as Local 237 President Barry Feinstein, would be on this list also if information for public employee local unions were available.

6. Salaries for Lawson, LaCroix and Poisson are in U.S. dollars and reflect only payments from the International union. Figures for Canadian affiliates are not available. Compensation for the above officers is actually higher and other Canadian officials would appear on this list if the information were available.

7. Zenga and Bellamare control Teamster Local 841 and Novelty and Production Workers Local 402 with offices in Zenga's home. The two small locals provide two Mercedes and two Cadillacs for their use.

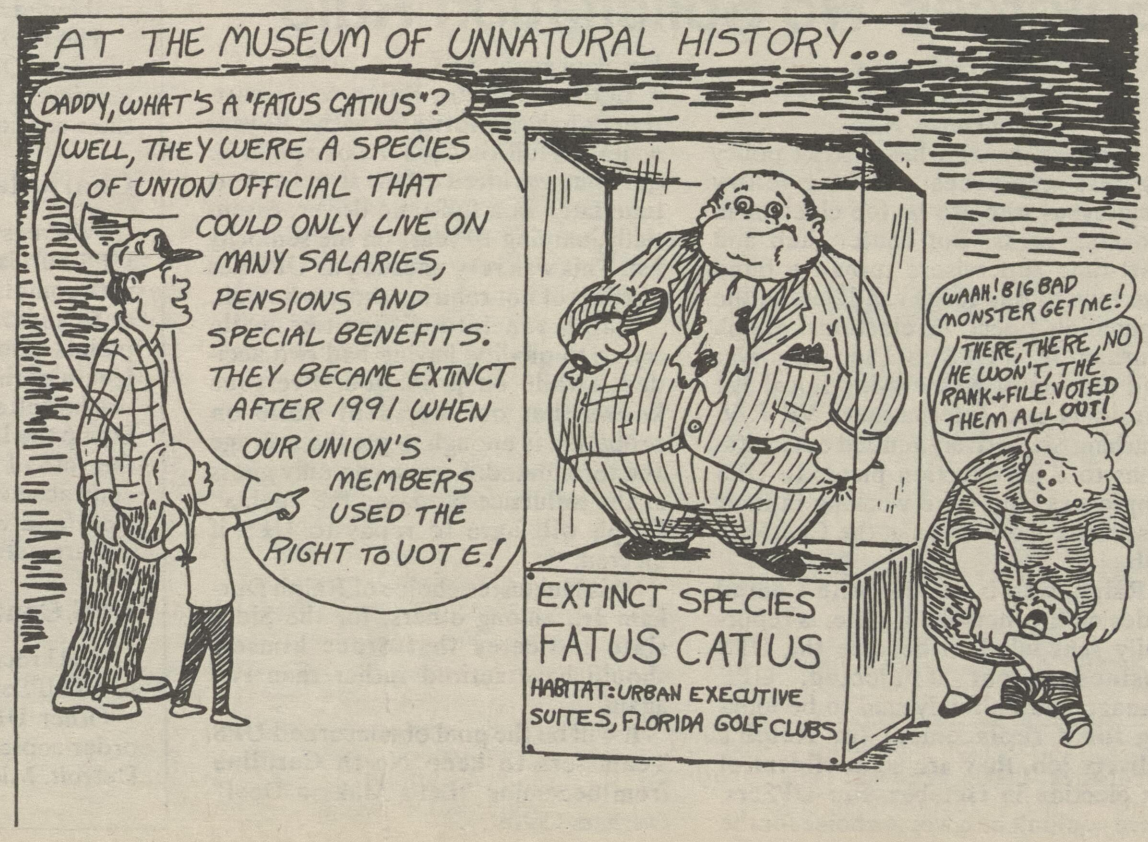
8. Locigno and Santucci are no longer with the IBT. Locigno was fired and now works for a PR firm. Santucci resigned to work for a firm that represents TMI (Trucking Management, Inc.).

KEY:

EC (Eastern Conference); CC (Central Conference); SC (Southern Conference); WC (Western Conference); Intl. (International Union).

NOTE:

All data compiled by Teamster Rank and File Education and Legal Defense Foundation from hundreds of LM-2, LM-3 and LM-15 reports filed with the U.S. Department of Labor. All figures include salaries and expenses from affiliates, but do not include other benefits such as multiple pension funds, severance funds, private jets, luxury cars, etc.



UPSers Call for Parity With Northern California

UPS Teamsters around the country are expressing an interest in the Northern California Package Rider, which is recognized as generally having the best conditions of all UPS supplements and riders. A solidarity call is going out for parity with the Nor Cal Rider.

Grievance Procedure

Perhaps the most glaring difference between Nor Cal and other supplements and riders is the grievance procedure. In other supplements, if you are suspended or discharged you are relieved of duty. You are guily until the union proves your innocence at a local hearing, if you are lucky, or at the grievance panels days, weeks or months later. If you do prove your innocence, you are still punished because in most cases the panels don't award back pay.

But in suspensions and discharges under the Nor Cal Rider, except in the so-called "cardinal sin" cases, UPSers stay on the job until a final decision is reached at the grievance panels or in arbitration. This keeps the company more honest because there is less monetary incentive to fire you for bogus reasons. But stewards say the company is known to pull drivers off their runs and give them work inside the hub pending the outcome of their cases.

A union member has the right to union representation in interrogation interviews by management if, in the member's opinion, the interrogation could lead to discipline. These rights under the National Labor Relations Act are spelled out in the Nor Cal Rider, which may be instructive to low-seniority UPSers unfamiliar with their rights under law.

Other features of the grievance procedure: agreement by UPS to provide all pertinent information on a case within five days when requested in writing by the union; written notice of suspension or discharge must be provided within five days; and a final option in suspension and discharge cases of "impartial arbitration" if a case deadlocks at the grievance panels.

Benefits

While supplements and local union riders in the East have the same (13) or more paid holidays, overall time-off benefits in the Nor Cal Rider are the best when you consider vacation, the "extra week" of vacation, sick leave days and holidays. Next comes the East and other areas along the West Coast. UPSers in the Central and Southern Conferences, Locals 705 and 710, New Mexico, Montana, Idaho and Las Vegas trail considerably.

Vacation time accrues faster in the Nor Cal Rider than anywhere else in the country, with only UPSers in other areas in the Western Conference reaching parity with Nor Cal after 10 years. Nor Cal UPSers get two weeks of vacation after one year of seniority; three weeks after three years; four weeks after 10, and five weeks after 20. They get a three-day "extra week" in addition to nine days of sick leave.

Sick leave is paid from the first day of illness. Unused sick days, up to nine, are to be paid by the employer once a year, or scheduled for time off, and an employee may accumulate up to 30 days of sick leave.

The pension contribution rate in the Nor Cal Rider is the highest in the Western Conference Pension Trust—$1.75 an hour plus another 15 cents an hour into the Pacific Coast Benefits Plan—resulting in slightly better pension benefits.

Part-Timers' Benefits

Most UPS part-timers are in the company pension plan. But in the Western Conference (except Colorado and Wyoming), New England and Upstate New York, part-timers are in the regular Teamster funds. Among part-timers in the Western fund, those in the Nor Cal Rider get the highest employer contributions per hour, and only 10 cents per hour less than the full-time rate.

Part-timers at hubs are guaranteed five four-hour days with overtime after six hours.

Wages

Wages are slightly better than in other areas. The current rate for package car drivers is $16.34, and for tractor-trailer drivers (doubles) is $16.59. UPSers in the Nor Cal Rider, however, have a 35-cent shift differential for any shift starting before 7 a.m. or whose straight time extends beyond 6 p.m. The shift differential computes into overtime, as well.

Nor Cal UPSers Want Gains, Too

In summary, some supplements may have better conditions on some specific issues, but the Nor Cal Rider is a good model for a majority of UPSers to shoot for. Meanwhile, the UPSers who work under the rider naturally have a different perspective. They, like all workers, want improvements in what they've got.

One steward said top priority is a change in the union that will get rank and file members included on *elected* negotiating committees. He said contract demands should include a half-hour lunch period; seniority rights that would allow part-timers to get credit for half their seniority when they go full-time; more protection against production standards, "and about 35 other proposals that were sent to negotiations three years ago."

Local 71

UPS in Charlotte Selectively Enforces 'No Solicitation Rule'

Mark Franks
Local 71, UPS
Charlotte, N.C.

Supposedly UPS has a strict policy against employees soliciting fellow employees who are on the clock or in working areas. But center, hub and part-time supervisors turned a blind eye toward one lucky candidate in the upcoming Local 71 elections. Ralph Durham Jr., a UPS package car driver and the son of Kernersville Local 391 President and International VP R.V. Durham Sr., actively handed out invitations to a pre-election picnic to UPS employees who were working in their respective work areas at the Charlotte hub.

Ralph, who is running with Conrad Sides on the incumbent slate, is reportedly scheduled to become the UPS business agent if elected. UPS managers are already said to be looking for a replacement for Ralph's delivery job, they are so confident of his election in October. For UPSers, there couldn't be a worse choice for the business agent post.

In the early '70s, Ralph was a part-timer on the seniority list with a 10-year wait for a full-time job. At one point he quit, but was hired off the street a short time later as a full-time driver, essentially jumping 10 years on the seniority list. This was very unusual, as UPS has a policy of not rehiring those who quit.

Ralph ran into difficulties while trying to qualify, having had two accidents while on probation. Everyone knows that one accident while on probation is enough to get the average Joe terminated. So one can only guess at the influence used and the "debts" Ralph will have to repay to UPS if elected.

This lackluster choice of Ralph Durham Jr., among others, for the Sides slate indicates that Sides himself should have retired rather than run again.

It will be the goal of concerned UPS Teamsters to keep North Carolina from becoming "Let's Make a Deal" Durham Country.

UPS and Downs

New Contract Language on DOT Blood Alcohol Regs.

The union and UPS have signed a side letter related to the new DOT .04 blood alcohol regulations for drivers. The agreement, which was sent to all local unions having UPS members, includes the application of discipline; leaves of absence or non-driving work for drivers disqualified for blood alcohol levels above .04 but below the state's intoxication level; and the right of a driver without a specific starting time who is called to work with less than eight-hours notice to refuse the work call if going to work would put the driver in violation of the .04 regs.

All drivers should request a copy of this side letter from their local union, if they have not received one already. The language contained in it may help save your job. Copies also are available through the TDU national office.

'The Cintas Connection.'

Perhaps you've seen those Cintas commercials on TV, dutiful employees, marching and chanting in military fashion, wearing various styles and colors of Cintas uniforms. Recently a UPS Teamster found a copy of the company's June newsletter, *The Cintas Connection.* The lead story, "National Accounts Division Welcomes UPS," sings praises about landing a major account at UPS. "This will be by far our biggest account at Cintas," said Cintas VP Scott Farmer. "We will be supplying about 25% of their total driving force with direct sale garments. This represents about 20,000 to 23,000 delivery people in the midwestern section of the country."

The back page of the Cintas newsletter features an equally cheerful story, "Unions Decertified in San Francisco and LA," which begins, "Production employees in our Los Angeles and San Francisco plants have decided to put their confidence in Cintas."

Charlotte Part-Timers Ready to Dump the Lump.

Whereas the South is not noted for its union strength—the Charlotte, N.C., UPS hub is proving an exception. Grumbling has reached an all-time high with complaints voiced on the mega-tier wage game that leaves some workers at $8 an hour while others are paid almost double for the same work. Complaints also have focused on how management treats employees, and the length of time it takes to have health benefit claims paid (if ever).

Charlotte part-timers are just saying no to the bonus game. They plan to Dump the Lump in favor of straight, honest, hourly wages. Don't worry about the vote of part-timers. Last contract Charlotte Local 71 UPSers voted the contract down by a whopping 79%. Remember the UPS slogan, "Determined men (and women Teamsters) working together can accomplish anything." We are determined to have a good contract. Just love that N.C. Solidarity!

UPS Contract Survey.

TDU recently published a UPS National Contract Survey and sent copies to all UPSers who are members of TDU.

Other UPS Teamsters who would like to participate in the survey may order copies by writing or phoning the TDU national office, P.O. Box 10128, Detroit, Mich. 48210. (313) 842-2600.

Fussing and In-Fighting in Georgia

Local 728's Soap Opera Builds Toward Final Act

A year ago, Jerry King, the president appointed by Weldon Mathis to run Georgia Local 728, wouldn't have dreamed of appointing the chair of the Atlanta TDU chapter to a steward's post. But in Atlanta, change has happened and will continue to happen in a big way.

A key platform of the TDU chapter has always been that stewards should be elected by the members they represent. The chapter has been successful in getting steward elections at the Ellenwood CF terminal, Yellow Freight in Marietta, and other locations. But many barns still don't have elected stewards.

At the Norcross CF terminal, a steward was elected and then dismissed by the union hall. He was replaced by King's hand-picked member. But under pressure from the employees, the appointed steward resigned. To the amazement of all, King appointed Don Scott as the new Norcross steward without even discussing it with Scott first.

Teamsters in Atlanta view Scott's appointment as a sign that the local recognizes TDU's legitimacy and that TDUers are in many cases the best qualified to hold steward positions. But they still want their stewards elected.

In an open letter to King, Scott wrote, "You well know that my beliefs are the same now as they have always been. ... I feel that members at my barn deserve no less freedom of choice than other barns have been given. ... As we are in need of a steward at CF in Norcross, I will accept this appointment for a period of two weeks, which will allow you ample time to hold an election at our barn. During this time I will address problems at our barn that have been long overlooked."

While King is making attempts at pacifying the membership, other problems have arisen in local politics. Freddie Thomas, an appointed secretary-treasurer and business agent, was fired as BA and had his salary reduced. Thomas filed internal charges with the International union and President William McCarthy ordered that his salary be reinstated until hearings were held.

King wrote to McCarthy saying, in essence, that McCarthy was ordering him to put Thomas on the payroll as a "ghost employee." Thomas, a longtime supporter of the Mathis family, accused King in an open letter to the membership of "violating the trust placed in him by the members" and of "numerous constitutional and fiduciary violations."

A hearing was held Aug. 18 at the union hall—now officially called the Weldon Mathis Labor Complex. Georgia-Florida Conference officials were met at the doors of the hall by picketing members carrying "Dethrone King" signs. The results of the hearing were unavailable at press time.

While former allies fuss and fight on the executive board, TDU continues to grow in members and influence. The U.S. Department of Labor's lawsuit against Locals 728 and 928 ordering a new election is winding it's way slowly through the legal system. Even Freddie Thomas, who has been so loyal to the hall, has now found out what many members already knew: we need more democracy in our union. Ironically, after two of Thomas' supporters were removed from their steward spots for defending him, Thomas concluded his letter to the membership asking, "Whatever happened to freedom of speech?"

That's a question that still angers Atlanta Teamsters.

I'll Be in Pittsburgh!

Brad Yeakel
Local 773, ALPO Pet Foods
Co-chair, Lehigh Valley TDU
Allentown, Pa.

Even though this will be my first TDU Convention, I received a good impression of what to expect by attending the June ISC strategy session in Detroit. I know that national politics in the Teamsters union have a direct effect on matters in my own local union and TDU chapter. Attending the TDU Convention in Pittsburgh is the best way to keep abreast of the new developments in the union. I am also looking forward to meeting other rank and filers who share my enthusiasm for union reform.

'Letter of Record': UPS Blowing Smoke on Feeder Production

TDU co-chair Michael Savwoir has reported on UPS' hammer-down policy mandating maximum posted speed. For drivers on feeder paths that include 65-mph zones, the policy is repressive and dangerous. The issue is production, pure and simple. Once 65-mph laws were passed by states, UPS forgot past safety policies, such as cautioning drivers to slow down at night, as it became intoxicated with the prospect of increased profits.

UPS seems to be focusing its push for productivity on drivers who are known leaders. UPS trains management to recognize rank and file leaders and their "Spheres of Influence." UPS-think goes like this: hammer these men and women, and the others will put the pedal to the metal, too.

Local 612 feeder driver Al Wilson Sr. of Montgomery, Ala., was given a "Letter of Record" July 12 by Feeder Manager James O. Dykes. A letter of record is not a warning letter, it's a nice reminder that your boss has a problem (you) that could lead to discipline (yours). After first being fair and noting Al's good points, Dykes cites "some deficiencies": 1. Pre-trip and coupling methods; 2. Post-trip and uncoupling methods; 3. Sense of urgency; 4. Maintaining speed limit.

'Sense of Urgency' Means Production

Then continuing his friendly persuasion, Dykes' final two paragraphs deserve full quotation:

"Al, you have made vast improvements in your overall performance. Your overall day was reduced an average of .13 per day when compared to your past performance. It is up to you to improve in the methods that I have mentioned because this new level of performance cannot be allowed to deteriorate.

"Al, it will take pride within yourself and in your job. You will have to put forth the effort it takes to develop and to perform these necessary skills to do an acceptable job. Your cooperation, your attitude and your responsiveness to our help will determine your job future with United Parcel Service."

Dykes told Al that having reduced his time from .75 over allowed to .62, "You will bring this figure down from .62 to .0: I will accept nothing less than that." Al asked Dykes if he was enforcing production on him and Dykes replied, "Yes, I am."

Al and other Montgomery drivers have so much pride and concern for safety that they are coordinating activities to protect themselves and the public. A meeting on the letter of record was held and the union agreed it violates the contract by threatening to uphold production standards. Thirty-five of 39 drivers signed a group grievance on the letter of record.

Drivers aren't stopping there. They are talking to the Bureau of Motor Carrier Safety, OSHA, the EEOC, the NLRB and anyone else who will listen to this dangerous Catch-22 at UPS: if you don't cut down your pre-trip and drive the maximum posted speed, you will be fired; and if you do cut down your pre-trip, drive the maximum posted speed and get in an accident, you will be fired.

The solution to this problem lies in the direction of the solidarity being shown by the Montgomery drivers.

The Grocery Bag

Super Valu Announces Plans To Build New Wisconsin Depot

Super Valu Stores announced in July that it will build a new depot near Kenosha, Wis. The facility is planned to supply southern Wisconsin and northern Illinois, easing over-capacity at its Green Bay, Wis., and Champaign, Ill., distribution centers. The new depot will employ 600 to 700 people, according to company officials.

Exactly how this will affect jobs at the two existing warehouses has not been revealed. But a transportation manager in Green Bay has said that he expects about 15 drivers to be affected. A count of trips going out on a particular Sunday night showed that of 78 trips sent out, 30 went to the area that will be supplied by the new warehouse. A smaller warehouse in Milwaukee will be closed.

The Milwaukee Super Valu Teamsters, members of Local 200, will be transfered to the Kenosha facility with their full seniority, according to a member of Local 75 in Green Bay. But Super Valu workers in Green Bay may face a severe loss. Their contract says that if they're laid off, they can transfer to the new facility at the bottom of the seniority list, at 70% of the top rate of pay. Workers at the new Kenosha warehouse are expected to become members of either Local 200 in Milwaukee or Local 43 in Racine, Wis.

The grocery and freezer portions of the new facility are scheduled to open by summer of 1990. An additional perishables facility is expected to be completed by the end of 1991.

11 Months Left in UPS Contract

*

Attend UPS and Grocery Meetings at TDU Rank & File Convention

Is Your Pension ... 'As Need Be'?

John Morud
Local 162, UPS
Portland, Ore.

At our Portland Local 162 membership meeting in April 1989, a pay raise was proposed for local officials. In our local, pay raises are voted on by the membership, not the executive board. This proposal led to some facts coming out that are of interest to all Teamsters, especially those concerned about pensions.

A $50-per-week raise was proposed. After hearing that the officials had not had a raise in nearly eight years, and that the new salaries would be about $41,000, it all seemed fine. Our officers make less than officers in most similarly large locals in which the executive board sets the salaries.

But naturally some questions were asked by curious members, especially concerning benefits. It came out that the union pays the employee's part of the FICA tax, unlike you and I. If you look at your pay stub, it will show you had up to about $3,400 deducted for FICA, unless you work for Local 162. What about vacations, sick leave, health and welfare, and especially pensions?

When TDU organizer Ken Paff was in town recently, we discussed how to calculate what our officers' pensions are. At the union meeting, I was unable to get a complete answer, as we were told that the officers-only Affiliates Plan is "as need be." So the TDU office went to work and got me a better answer.

Pension Comparison

If a Teamster at UPS worked for 30 years here in Portland and retired at age 62 in 1989, he or she would receive approximately $1,650 per month. However, if another Teamster worked at UPS 15 years and then for the local for 15 years and retired this year, he or she would get approximately $3,873 per month. Quite a difference!

Now remember, officials get three pensions. And the Affiliates Plan sets the rates "as need be." And if you get voted out or quit, there is a severance benefit for those who are not vested, worth thousands of dollars. If this sounds good, it gets better.

Vacation and health and welfare benefits for officials are similar to members, in our local. But sick leave is another story. Our officials get 60 days per year, if needed. Well, few get sick that much. In the Affiliates Pension Plan, unused sick leave can be calculated into your pension benefit for the last year of your employment.

Which plan do you prefer? Have you been seriously ill or injured for a month or two and tried to live off the $150 per week, minus taxes, that you get? Officials will not have to worry about that.

It's Our Turn

Well, maybe I am jealous. The officials of our local are doing a pretty fine job and should be paid well. The benefits they get are not outrageous, but why aren't they available to us? It's our turn for some benefit improvements, for we are the 1.6 million members who make their good benefits possible.

In our upcoming contracts, at UPS and elsewhere, we should ask our negotiators to get improved sick leave, and most especially greatly improved pension benefits, in line with what our local officers enjoy.

And we need to review proposed contracts very carefully and be prepared to vote no unless we get in writing the pensions and other benefits we deserve.

North Carolina Local 391 – Fayetteville

UPS, Freight Teamsters Build Momentum for Pension Gains

The need for pension improvement is compelling and the demand for it is growing. Fayetteville, N.C., on Aug. 6 hosted one of the biggest TDU meetings since last year's Master Freight contract negotiations. Some 150 Teamsters in Local 391 attended the pension meeting, adding considerable momentum to our campaign for better benefits in the Central States Pension Fund.

Guest speaker was Karen Friedman, a pension specialist with the Pension Rights Center in Washington, D.C. Karen presented information on how multi-employer pension funds operate, how pension actuaries decide what levels of pension benefits the funds can pay, and how workers in some Teamster pension funds and other unions have organized to win pension improvements.

Toward the end of the meeting, members gave their ideas on what kind of pension improvements are needed (and demands for the UPS negotiations). These included better 20-year, 25-and-out and joint-survivor pensions with cost-of-living adjustments through retirement; elimination of the re-employment rule; and no health and welfare co-payments for retirees. Better yet, they added, "We want the R.V. Plan," referring to the pension that their Local 391 President and International Vice President R.V. Durham will be eligible to receive on retirement (see chart, this page).

UPSers Discuss Contract

Most of the Teamsters at the meeting were UPSers, so the upcoming national contract was discussed at length. Key demands listed by the UPSers included catching up on the $1.36 per hour lost to inflation during the 1980s; going back to a true cost-of-living escalator; more time off; a $1,000 tool allowance for mechanics; and innocent-till-proven-guilty in the grievance procedure. The UPSers were outspoken against a ratification bonus, vowing to Dump the Lump in 1990.

A call for parity with the conditions in the Northern California Package Rider was made by many people in Fayetteville and echoed throughout the room (see page 8).

At a meeting held the previous day in Charlotte, N.C., many of the same demands, including parity with many provisions in Northern California, were registered by Local 71 UPSers in that city.

13th Month Check Helps, COLA's Needed

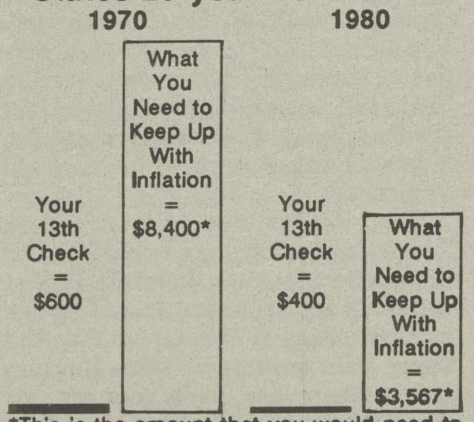
The Central States Pension Fund announced in July this year's "13th month check," a one-time bonus paid to current retirees.

The 13th month check is a welcome relief for retirees who have been on a fixed pension for many years, but doesn't begin to make up for what inflation has done to those pensions.

The Central States and other Teamster pension fund trustees should consider real cost-of-living increases in pension benefits.

If you retire now on a $1,000-per-month pension, and if inflation is 6% a year, in five years you will need $1,338 per month just to keep up. That's an extra $4,056 per year, about 10 times what Central States is paying in its 13th month checks now!

If You Retired on a Central States 20-year Pension in:



*This is the amount that you would need to get in a 13th month check **this year** for your pension to provide the same buying power as it did in 1970 or 1980.

R.V. Durham's Pension Benefits

R.V. Durham Sr., International vice president and president of Kernersville, N.C., Local 391, will get a sizable pension when he retires. ... The following figures reflect what he would be eligible to collect in pension benefits if he were to retire at this time.

1. Family and Retirement Plan (Rolls Royce Plan)

2.5% of $78,898 (5-year average salary) x 16 (years with International) = $31,559.20
2% of $78,898 x 10 (years with Local 391, 10 yr. maximum) = $15,779.60
Total = $47,338.80

Yearly benefit: $47,388.80

2. Affiliates Pension Plan

$50,000 is maximum salary used
2.6% of $40,000 (salary up to $40,000) = $1,040.00
2.5% of $10,000 (salary over $40,000) = $250.00
Total: $1,290.00
$1290 x 19 (remaining years in Local 391 after using 10 in the Rolls Royce Plan) = $24,510.00

Yearly benefit = $24,510.00

3. Eastern Conference Officers Pension Plan

Average four-year salary with Local 391 (1985-1988; 1984 figures unavailable) = $53,252.00
2.67% of $53,252 x 15 (first 15 years as an officer) = $21,327.43
1.25% of $53,252 x 14 (remaining years as an officer) = $9,319.10
Total: $30,646.53

Yearly benefit: $30,646.53

4. Central States Pension Plan

30 years working with the Teamsters results in $1,600/month benefits upon retiring at age 60. Durham started as a truck driver in 1950 and has been with Local 391 ever since.

$1,600 x 12 months = $19,200.00

Yearly Benefit = $19,200.00

Total Yearly Pension Benefits: $121,695.33

Trial Set on Vote on Auto Convoy Rider

At a recent court hearing, lawyers for the union and Auto Convoy failed to get a lawsuit by members thrown out of court. A full trial will take place early next year, unless management and the union wise up, stop wasting time and money, and come to a reasonable settlement.

Last year Auto Convoy instituted a company rider that cut the pay on some ABC dispatches and altered the company's unique systemwide seniority. The members filed suit to get a vote on the deal after appeals within the grievance procedure and the union were ignored.

The terms of the rider did not keep Southern Conference Grievance Chairman Jerry Cook from asserting in a sworn affidavit in April that it "did not affect provisions of the Master Agreement." Cook seems to be forgetting Article 22, which in both 1985 and even more broadly in 1988 provided for votes on all competitive wage adjustments.

Shea Deposition

Walter Shea, past national carhaul chairman, swore, "The Rider is negotiated by Local Union officials with a rank and file employee Negotiating Committee. For this reason it has not been the practice or policy to require that Riders be voted on by the Local Union membership involved."

Now if Shea thinks this even vaguely describes the back-room deal that lead to this rider, we can only ask what he's been smoking lately. But Shea had to say something since he knows more than Cook, who simply testified members didn't have the right to vote. In his deposition Shea made an important admission: "It has not, however, been the policy or practice ... to require that carhaul employees vote on Riders." You see Shea knows that freight employees do get to vote on companywide riders, a fact also testified to and documented in the deposition of Jack Yager, the union's freight director and head of the national freight committee.

The corporations, with the aid of some officials like Cook, are trying to take back what we won in the last contract. All carhaulers should holler a loud *thank you* to Auto Convoy drivers for protecting everyone's right to vote.

As we go to press, Allied Systems, which owns both Auto and Motor Convoy, has announced that it will merge the operations Oct. 1. This will undoubtedly be a difficult transition because Auto Convoy has systemwide seniority and Motor Convoy does not.

Business agents and members have been invited, with little notice, to come to a meeting at the Southern Conference Grievance Panel in August. Whatever is agreed to in this merger should not be done in a back room by business agents with no stake in the outcome.

Representatives should be elected from each terminal and meet to hammer out a position that provides for the maximum possible unity and protection for all involved. And the members must be allowed to vote.

Local 771 Death Benefit Cut, Replaced With Pretzels, Mugs

Brother Rollin Lewis and other members at Yellow Freight in Lancaster, Pa., Local 771 report a financial fiasco that would be funny if it weren't sad. In 1987 Local 771 Secretary-Treasurer Jay McKinney decided to cancel the $500 death benefit provided by the local for active members on the grounds that it cost too much, just over $12,000 in 1987. President Ken Laukhuff commented at the time, "The death benefit didn't do anybody any good anyhow," according to members.

Now this would all be just a matter of opinion if McKinney and Laukhuff had not proceeded to show they were not going to be outdone by anyone when it came to spending money for purposes of dubious benefit.

In 1987 they provided all 3,000 members of the local union with a gold-trimmed coffee mug, prominently displaying the officers' names, and a ceramic tile. For this commemoration of the local's 50th anniversary they paid $18,000, enough to match the 1987 cost of the death benefit for a year and a half.

Then in 1988 the local purchased for each member a plastic mug to use in their cars so they could drink coffee and look at their officers' names whether at home or away. As anybody who has shopped for plastic mugs knows, these were a steal at $4,000.

Have a Pretzel, a Cookie, Read the Can

In December 1988, McKinney and Laukhuff decided to bring extra cheer into the home of every member. For a mere $22,000, they purchased specially decorated cans of pretzels. And because Local 771 members from the **pretzel factory get all they want for** free, they received cans of cookies decorated with the names of the local's officers.

Members don't know what the rest of 1989 promises, but so far the local officials have spent $689 for golf towels—with McKinney's and Laukhuff's names on them—and trophies for the local's golf tournament. And recently the local officers sent a notice to stewards announcing that they would be chartering buses to take them on one-day tours of the IBT headquarters in Washington, D.C., Sept. 25 and 26. According to the notice, the local's executive board approved reimbursement of up to eight hours of lost pay to each steward who takes the trip. Election nominations are scheduled less than two weeks after the tours.

Local 771 officials have proved sensitive about exposure of these figures. When one member posted the LM-2 financial report that the local must file with the U.S. Department of Labor, the local officers put out a notice that the form had been altered. In truth, the only alteration was a member's notation pointing out the amount that had been spent on pretzels.

"It's the waste involved that the membership is concerned about and the political nature of the gifts," said Rollin Lewis.

These expenditures have provided some food, some coffee cups and some amusement for Local 771 members, but the price has been high. It has been even higher for the families of those members who have died since 1987.

Meanwhile, in contrast, organizing expenditures on the local's 1987 and 1988 LM-2s were reported as $331 and **$560, respectively.**

Carhaul News

Ryder Opens QAT in Virginia.

Ryder Systems' continuing challenge to our union in carhauling has opened another front at the Petersburg, Va., railhead, 28 miles south of Richmond. (Not Norfolk as we reported previously.) Drivers are leased from Transportation Unlimited out of Cleveland and are allegedly represented by an unaffiliated and highly suspect Local 707 out of Chicago. They are hauling GM units and Hondas out of a Norfolk and Southern railhead. Drivers are paid 7 cents per mile, per unit, per destination, with no loading or unloading pay. The terminal manager is Joe Sandy, whose inexperience and youth Ryder has used as an excuse for the mess in Georgetown, Ky. Cleaning up QAT and other non-union challenges to our union and our contract won't be easy or quick. Experience shows it can't just be left to local unions either. That makes getting started on a serious, coordinated program all the more urgent.

Improper Vote on Rider at Complete in Port Allen.

At Complete in Port Allen, La., we're sorry to report that new International Vice President Mitchel Ledet, who also heads Local 270, has declined to conduct a proper vote there on a rider. Hopefully, this can be resolved without legal action. The CAT rider provides, among other things, that "all backhauls received on outbound trips containing one or more vehicles of traffic not currently being received and shipped by CAT" will be paid frozen rate if under 150 miles and half rate if over 150. This deal is illegal in so many ways we can't list them. A vote by one local on this is not valid. This alters the National Agreement and must first be approved by the National Committee. The vote that was held was improper. The notice read, "purpose of meeting—to discuss the proposed new traffic agreement and vote on the local rider."

Persistence Pays for Petroff.

Four years ago, in November 1985, Fleet Carrier in Pontiac refused to certify owner-operator Jim Petroff's truck for service. Petroff asked to drive a company truck until the repairs could be completed. When Fleet refused, Petroff applied for and was paid unemployment insurance. Fleet appealed and tried to make Petroff repay the unemployment. Management got a "referee" to agree, but on April 4 of this year the full Board of Review upheld Jim's position.

Drivers Keep Pressure on at Nashville CCI.

Nashville CCI drivers have kept up the pressure for action on Ryder's refusal to pay the 21 miles they are deadheaded to pick up loads at Nissan in Smyrna, Tenn. They have been promised action, but there are enough officials involved for each of them to keep blaming the other endlessly. If Nashville CCI is given strike sanction for Ryder's failure to abide by a grievance panel decision, management will wise up and pay. But the company may try to run around Nashville. If a strike is called, pickets at any CCI facility will be fully protected by law. We will support and help carry out a policy of roving pickets to keep any strike effective and brief. We also believe the union should run at least a test case that pickets at any Ryder ACD facility will be legal, primary pickets. Ryder will count on getting a few people to cover the Nashville traffic for short term gain. They believe this union is weak and divided. If necessary, we have to show them they are wrong about carhaulers.

Meanwhile, everybody and his brother is hauling so-called overflow traffic out of Smyrna at whatever deal they can cut. Local 327 has no deal with Ryder on this traffic. These deals must be negotiated and voted on by all locals involved. If we start underbidding each other, it won't sell an extra car during the slump, but the wage cuts could last forever. The best way to "look out for number one" is to look out for each other, our contract and our union.

TDU Rank & File Convention, Nov. 10-12, Pittsburgh

Organize for '91, New Leadership

History will be made on the second weekend in November as Teamsters convene from across North America to plan how to take leadership in the new Teamsters union. This is the 14th Annual TDU Rank & File Convention, and the very first since winning the Right to Vote.

Using the Right to Vote

The convention will directly take up making use of the Right to Vote, including consideration of endorsement of candidates for IBT office. Equally important will be discussion of platform and how Teamsters from each local can become delegates to the IBT Convention.

The TDU Convention will be a working session to set a course to shape the future of the Teamsters union. With major contracts coming up, and with Majority Rule in place, national meetings will be held for the various crafts and companies. Concerned Teamsters are invited to make plans now to be in Pittsburgh for the weekend of Nov. 10-12.

The Convention Agenda Will Include:

- *Consideration of candidates for IBT president and other offices.*
- *Plans for a Platform and Rewritten IBT Constitution, and plans to Elect Delegates from each local union pledged to carry this program forward.*
- *Some 20 Educational Workshops led by Teamster leaders and top labor attorneys and educators.*
- *Business Sessions and Election of the TDU Steering Committee.*
- *Saturday Evening Banquet, and other events that make spouses welcome.*
- *Friday Special Session on Leadership and Strategy.*
- *Guest Speakers representing the best in the Labor Movement.*

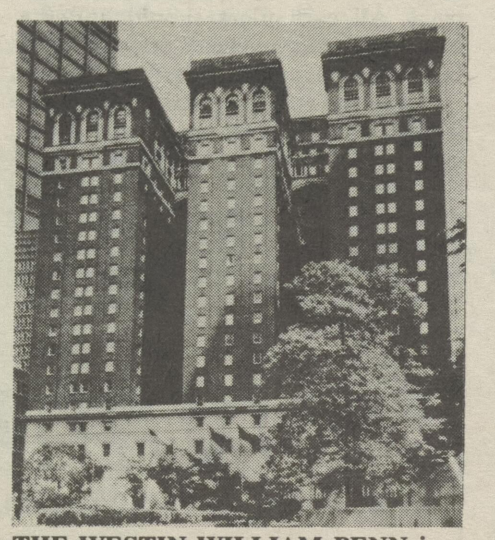
You will be among some of the finest Teamsters there are, learning, sharing experiences, gaining the know-how you need, and making your views felt. You will feel welcome from the first moment you arrive. So make plans now to be in Pittsburgh.

First Registrants Get a Mug

The first 100 paid registrants for the Rank & File Convention will get a special commemorative coffee mug, free. One more reason to take the time to register now.

Support Machinist Strikers

Don't Fly Eastern or Continental



THE WESTIN WILLIAM PENN is a hotel in the grand hotel tradition. Built in 1916, its 595 guest rooms were recently enlarged and completely remodeled. The Westin is in the heart of downtown Pittsburgh with plenty of shopping and entertainment nearby.

All meetings will be held in the hotel's extensive meeting facilities. Use the form below to reserve your room at our special group rate.

NORTHERN EXPRESS. Local 155 Teamsters and TDU activists Diana Kilmury and Al Fenske (not pictured) renovated this motorhome that will soon be an office-on-wheels and organizing center for Canadian Teamsters for a Democratic Union (CTDU). A trip across Canada to various work sites and local unions is planned. A southern stop will be in Pittsburgh at the Rank & File Convention, Nov. 10-12.

TDU Rank & File Convention, November 10-12

REGISTER NOW . . . SAVE $10!
Postmark your registration no later than October 23 and receive $10 discount ($5 if for one day). See below for travel discounts that may also apply.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone _____ Company _____

If registering for others, please include same info.

CONVENTION REGISTRATION
Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and entertainment (cash bar extra). Additional charge for Friday registration.

		# of people	
Sat. & Sun.	$95	x _____	= _____
Fri. reg.	$30	x _____	= _____
Sat. only	$65	x _____	= _____
Sun. only	$40	x _____	= _____

Total registration cost = _____

HOUSING
Reserve rooms through TDU at special group rate. All rooms $65 per night (tax included) either single or double. If sharing cost of room, please indicate other party.

____ Single room
____ Double room (with _____)
❑ Fri. ❑ Sat. ❑ Sun.
# of nights ____ x $65 = Housing cost = _____

CHILDCARE
Must be reserved in advance. Suggested donation of $30 per child to defray costs.

# of Children _____ Childcare donation = _____

MEMBERSHIP
If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch*.

❑ $30-one year membership
❑ $75-three year membership
❑ $15-spouses, retirees and Teamsters grossing less than $12,000 per year

Membership cost = _____

TOTAL COSTS = _____

DISCOUNTS
Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount. Discount does not apply to Friday-only registration.

____ $10 if postmarked by Oct. 23 ($5 if one day)
____ $10 travel over 500 miles one way
____ $20 travel over 800 miles one way

Total discount = _____

Visa/Mastercard #_____ Exp. date ___/___

Cost minus discount = _____

Signature _____

AMOUNT ENCLOSED = _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

BALANCE DUE = _____